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lage," stand out more clearly than in the former work; and the general conclusion there reached—that no common type of village ever existed in the least analogous to that which Sir Henry Maine described—is even more convincingly presented.

The net result of Mr. Baden-Powell's investigation may be summed up as follows: First, no single type of village community exists in India. Secondly, nowhere is there any evidence of communal holding of land; for in the severalty village each share is held in individual ownership, and in the joint village, of which there are three species, the shares are allotted separately or are held in joint possession or in individual ownership. Thirdly, the villagers apparently had no true conception of pure ownership in the waste or non-used ground. "The ruling idea was allotment of a subsistence share in the tribal territory to every member," says Mr. Baden-Powell; and again, "the right of the original villagers, beyond their cultivated holdings, was not a definite right of ownership, but a vague sort of user, though one limited to their own body." Fourthly, there is evidence to show the existence of rights of superiority over the villages of both classes in the hands of local and tribal chiefs and kings. "The time came when the local chief (now Râjâ) was not content with the produce of the allotment of land in each village, but took a share in the grain of all the holdings." In connection with the origin of the joint families who formed in the joint village a kind of proprietary community, Mr. Baden-Powell says: "In all these cases, observe that the original grant or usurpation was not formally of the ownership; . . . it was the 'king's share,' or perquisites of authority, that were granted." . . . Again he says, "There are cases in which the 'proprietary communities' do not correspond to the several geographical villages as they stand." The bearing of these conclusions upon the problem of the village community in the west and the rise of the manor will be evident.

CHARLES M. ANDREWS.

Les Congrès ouvriers en France de 1876 à 1897. Par LÉON DE SEILHAC. Paris, Armand Colin et Cie., 1899. — xiii, 364 pp.

M. de Seilhac is known already as the author of an excellent account of that politico-industrial complex, the strike at the Carmaux collieries in 1895, and he has published also a brochure entitled *Le Monde socialiste*. He is, therefore, prepared to view the workingmen's conventions from that double standpoint so necessary in France—the political, as well as the economic.

It is rather remarkable to find a book upon the labor problem based upon "sources"; yet the book before us is of this type. It has, moreover, all the merits and but few of the defects of such treatises. The body of the work is made up of the deliverances of some twenty to thirty labor congresses during the last quarter century. These consist of resolutions, programmes, extracts from addresses, *etc.*, but all are so well chosen and so happily articulated that the book makes really interesting reading. It is presumably for the purpose of enlivenment that some effusions of *l'orateur*, as on p. 74, are reproduced at greater length than their importance would justify. They show, however, the temper of the assemblies, which is something worth noting, in France especially.

It was no easy task M. de Seilhac undertook—to follow the workmen's organizations through their repeated ruptures, to chronicle at least four bolts at different times, and to keep the resulting new organizations in their proper perspective; but the work is well done. Frequent recapitulations and forecasts, with chronological lists of the eight different varieties of congresses at the end of the book, combine to give a very clear view of what the author aptly calls a labyrinth.

At the first congress, held at Paris in 1876, the socialistic tendency, which is of course always present in France, was hardly apparent,—the fate of the Internationalists was just then too recent history,—but it strengthened itself steadily till, at the Congress of Paris in 1880, the Marxian *programme minimum* was adopted in its entirety. This precipitated the defection of the moderates, in the congress which followed later in that year, at Havre. But the extremists themselves soon wearied of their extremity, expelled their leader—at Saint-Étienne, in 1882—and emerged from the contest as recognized *possibilistes*. In the course of the next eight years the moderation of the new leaders, coupled with their political ambitions, led to a reaction and another rupture. At this point M. de Seilhac very wisely leaves these more or less political and socialistic organizations to trace the rise of the *parti vraiment ouvrier*. This, in our author's estimation, is the *Fédération des Bourses du Travail*. To the student of "comparative trade unionism" this is the most interesting part of the book, for it is only in the congresses of this Federation that we see anything which is really analogous to the Trade Union Congresses in England or to the conventions of the American Federation of Labor. Formed originally as employment bureaus in the larger cities, these *bourses du travail* have become

the centres for all the activities of organized labor. Their rapid growth since 1892 has been largely due to their efforts to exclude politics totally from their organization — a policy of which M. de Seilhac himself is evidently a champion. Thus France has at length arrived at the conclusion, reached somewhat earlier in this country and in England, that labor organizations, *as such*, should be economic rather than political in their character.

It is to be regretted that M. de Seilhac has not provided an index for the benefit of those who may wish to follow a given question through the different congresses.

FRED. S. HALL.

BOSTON, MASS.

A Dividend to Labor: A Study of Employers' Welfare Institutions. By NICHOLAS PAINE GILMAN. Boston and New York, Houghton, Mifflin & Co., 1899. — viii, 400 pp.

The wages system in its bare, unsoftened outline is a régime under which the two classes, employers, or work-givers, and employees, or work-seekers, stand opposed to each other in much the same way as buyers and sellers, each looking out for its own interests, each making the best terms possible and each interested in the fortunes of the other but little further than that the latter may be in a position to fulfill its part of the contract. Under this system, industrial forces are organized in two parties whose interests, though they may be identical in respect to general conditions of prosperity, are hostile in the making of the labor contract. Projects for the modification of this system have been numerous and of great diversity.

Extremists, seeing nothing but the evils, have sought to do away with the system altogether and to substitute some form of communism or socialism. Others, less radical, have sought amelioration through various schemes of coöperation and profit-sharing. Finally, there is a large and fortunately rapidly growing class of employers who, while finding insurmountable obstacles in the last two methods, nevertheless seek to lessen the breach between themselves and their employees, by the creation of institutions designed to improve the condition of their employees and to insure their interest in the general welfare of the establishments for which they work. The participation by the employees in these benefits constitutes the indirect dividend to labor from which the author derives the title of his work.

Dr. Gilman has divided his study into three parts, with several appendices. The first part, entitled "The Modern Employer," gives